

actual VA employees



www.mycareeratva.va.gov/students

GROW AND GIVE BACK

START YOUR CAREER AT VA

The Career You Want. The Future You Deserve.

ADVANCE
TRANSFORMING POTENTIAL INTO PERFORMANCE

ADVANCE is an HR&A initiative to invest in people development, workforce engagement and talent management for the delivery of high-quality healthcare, benefits and other services to Veterans and their families.



U.S. Department
of Veterans Affairs

START WITH REWARDS

More than 1 million Veterans are coming home from military service in the next five years. Choose to work for them.

- **A job working with and for our nation's Veterans.** All of the work VA does supports Veterans and their families—from providing Veterans with health care, to maintaining the cemeteries of the fallen, to delivering direct services that help them thrive.
- **A career that's a source of pride.** Being a VA employee means building a 21st century workforce fully equipped to improve the lives of Veterans and their families. Serve as a lifeline to a Veteran in crisis. Create secure data systems. Rehabilitate Veterans in recovery. Be proud of your work, every single day.
- **An employer focused on Veterans.** VA not only serves Veterans; we hire them, too. A job at VA may mean working alongside a former combat Veteran or a doctor who served as a medic. And VA offers employment assistance to qualified Service members, particularly those with service-connected disabilities.
- **Work for VA and serve those who have served their country.**

"As a Veteran, a VA career allows me to serve my fellow Veterans. These are folks that have sacrificed in so many different ways for my family, my forefathers, and my descendants. I will earn their respect in any way I can."

—Matt Deaton, Presidential Management Fellow, Human Resources & Administration

APPLY TODAY

It's easier than ever to start your career at VA.

- **Preferences for Veterans.** Qualifying Veterans get fast-track access to Federal appointments in both the competitive and excepted service.
www.fedshirevets.gov/job/vetpref
- **Pathways to meaningful careers.** College students, recent graduates, and new recipients of advanced degrees may qualify for streamlined access to Federal internship and employment opportunities.
<http://mycareeratva.va.gov/careerpath/internships/pages/pathwaysrecentgraduatesprogram.aspx>
- **Hiring flexibilities.** New rules seek to make it easier for students and other Federal job applicants to get hired.
www.opm.gov/strategic_management_of_human_capital/fhfr/fx05020.asp



START WITH BALANCE

A VA career keeps work and life in sync.

- **A job that accommodates your lifestyle.** Take advantage of flexible schedules and telework options to build a work schedule that fits your routine.
- **A career that's family-friendly.** Child care subsidies—available for some employees—make it easier for VA families to care for their children.
- **An employer who believes that when you live well, you do well.** VA's Employee Assistance Program provides advice on everything from fitness to finance.
- **Work that rewards you with control over your career path.** No matter your position at VA—whether you're a cemetery caretaker, nurse, or human resources manager—you'll have access to skills training and career mapping tools that get you where you want to go.

"There are many options and room for growth. VA really grooms you for leadership."

—Elizabeth Gross, Human Resources Specialist, VA Central Office

WELLNESS, LIFECARE, AND INCLUSION WITH VA

- Health and wellness programs such as Wellness Is Now encourage everyone at VA to stay healthy, active, and fit and strike a balance between work and home life.
- WorkLife4You, an agency-paid benefit, connects you with solutions for child care, legal and financial assistance, and other needs.
- VA's programs for people with disabilities ensure that you are included, accommodated, and successful.



START WITH SECURITY

A VA career starts you on sound financial footing and comes with unbeatable benefits.

- **A job that pays well.** Wherever you choose to pursue your VA career, you'll earn a salary that's regionally competitive. For many VA occupations, starting salaries and pay increases are set by professional boards and are based on education, training, and experience.
- **A career that has you covered.**
 - A Federal health insurance plan with premium payment support
 - Flexible spending accounts for nonreimbursable health care expenses
 - Federal Employees' Group Life Insurance, with your cost shared by VA
- **An employer who provides generous leave.** A full-time VA employee may accrue up to 26 vacation days, 10 Federal holidays, and 13 sick days annually. Active Reserve and National Guard members get 15 additional days for military leave. And extended health-related leave is always available through other family-friendly leave policies.
- **Work that affords a stable future.** VA's three-tiered Federal Employees Retirement System is structured to help you maximize Social Security, other basic benefits, and a tax-deferred savings plan.

A SMART COMMUTE WITH VA

To improve air quality, reduce traffic congestion, and conserve energy, VA provides tax-free benefits to encourage you to use mass transportation for your daily commute.

"My VA career provides me with financial stability and the training I need to learn new skills that prepare me for the future."

—Solomon Chang, Program Analyst, Office of Human Resources Management

GROW WITH VA

VA offers a variety of tuition and loan reimbursement programs:

- Tuition reimbursement is available to full-time VA employees enrolled in any accredited nursing degree program. Prerequisite courses, required for acceptance into a degree program, are also covered.
- The Student Loan Repayment Program offers eligible students a recruitment incentive of up to \$10,000 per year—or a maximum of \$60,000 per person—if you work at VA for at least three years.

YOU'RE MISSION CRITICAL WITH VA

Put your skills into practice by serving in these mission-critical occupations:

- Human resources specialists help VA attract and retain an exceptional workforce.
- Information technology specialists secure Veterans' personal data and create cutting-edge systems to improve health care.
- Psychologists counsel wounded Veterans.
- Occupational therapists teach Service members to use prosthetic limbs.

VA is a nationwide employer with many career opportunities. VA hires physical therapists, medical officers (physicians), registered nurses, Veterans claims examiners, contractors, pharmacists, medical technologists, diagnostic radiologic technologists, certified registered nurse anesthetists, cemetery caretakers, and many more.

VA OPPORTUNITIES NATIONWIDE

VA's more than 315,000 employees provide world-class medical, financial, and memorial services to more than 23 million Veterans and their families.

- **Veterans Health Administration (VHA).** One of the largest, most technologically advanced health care systems in the United States, VHA handles more than 60 million inpatient and outpatient visits each year at more than 1,400 sites of care. VHA employees work in all 50 states, the District of Columbia, Puerto Rico, and U.S. territories.
- **Veterans Benefits Administration (VBA).** With 57 regional offices nationwide, VBA administers home loan guaranty, education, and insurance programs to millions of Veterans and their families each year.
- **National Cemetery Administration (NCA).** NCA maintains 131 cemeteries in 39 states (and Puerto Rico) as well as 33 soldiers' lots and monument sites. Veterans, their spouses, and dependents may be eligible for burial services.

START WITH CHALLENGES

A VA career engages your mind.

- **A job that stimulates your intellect and tests your learning.** At VA, you'll get right to work building hands-on skills in human capital management, computer technology, mental health counseling, occupational therapy, and many other areas.
- **A career that enables you to develop professionally.** With VA's internal education and training programs, Web-based learning systems, and comprehensive instruction, you're always advancing your know-how, talent, and performance.
- **An employer who sees in you unlimited possibilities.** With tools like MyCareer@VA, you can map out your career goals, access the training you need to reach them, and conquer new challenges.
- **Work that rewards continuous knowledge.** Programs like HR Academy provide training to VA human resources specialists so they, in turn, can support the careers of everyone employed at VA.

ADVANCE WITH VA

- VA's ADVANCE initiative drives the development of our people, the engagement of our workforce, and the nurturing of our talent. From transformational leadership courses to conflict resolution to employee retention efforts, VA encourages professional development and fosters a collaborative environment.
- VA Learning University is there for you at every step in your career—providing training to improve your leadership skills, boosting your occupational proficiencies, and enhancing your career.

START YOUR CAREER AT VA

Join a dynamic organization dedicated to serving our nation's Veterans and their families.

"It's cool that VA lets me say, 'This is the world I want to live in, and I'm going to build it.'"

—André Castillo, Program Manager, VA Innovation Intern Program



THE CAREER YOU WANT. THE FUTURE YOU DESERVE.

Go to www.mycareeratva.va.gov/students for job application advice, answers to common questions about VA employment, and links that help you find the VA career you want and the future you deserve.

VA is an equal opportunity employer | Hiring Veterans and non-Veterans



VALU
VA LEARNING UNIVERSITY

MyCareer@VA